

## **Policy against Sexual misconduct/ Harassment, eve teasing, stalking**

### **Policy:**

- a. The BVCOE has 'zero tolerance' policy for any acts of sexual harassment. A standing committee for prevention of sexual harassment has been constituted to look into any complaint in this regard.
  
- b. constitution of Committee on Sexual Harassment and Eve Teasing With regard to the Supreme Court Judgment and guidelines issued in 1997 to provide for the effective enforcement of the basic human right of gender equality and guarantee against sexual harassment and abuse, more particularly against sexual harassment at work places, BVCOE has constituted a Committee on Sexual Harassment and Eve Teasing.
  
- c. Objective of the Committee are to:
  - i. prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees;
  - ii. make recommendations to the college authorities for changes/elaborations in the Rules and Regulations for the students and the staff to make them gender just and to lay down procedures for the prohibition, resolution, settlement and prosecution of acts of discrimination and sexual harassment against women, by the students and the employees;
  - iii. deal with the cases of discrimination and sexual harassment against women, in a time bound manner, aiming at ensuring support services to the victimized and termination of the harassment;

Recommend appropriate punitive action against the guilty party to the college authorities.

- a. Procedure:

The Committee shall deal with all the complaints of sexual harassment relating to students, staff and faculty studying/working at BVCOE, The written complaint of discrimination or sexual harassment may be addressed by the victim or a third party to the Convener of the Committee on Sexual Harassment and Eve Teasing. If the complaint is made to the Head of the Department, Dean of the welfare, or any Committee Member, the same shall be forwarded it to the Convener of the Committee.

- b. According to the Hon'ble Supreme Court guidelines, any or a combination of the following acts shall be deemed as "unwelcome" sexually determined behavior (whether directly or by implication):
  - a. Physical contact and advances.
  - b. Demand or request for sexual favors.
  - c. Sexually colored remarks.
  - d. Showing pornography
  - e. Other unwelcome physical, verbal or nonverbal conduct of sexual nature.
- c. **In addition, the following acts shall also amount to sexual harassment: \***
  - a. Eve-teasing
  - b. Unsavory remarks.
  - c. Jokes causing or likely to cause awkwardness or embarrassment.
  - d. Innuendos and taunts.
  - e. Gender-based insults or sexist remarks

- f. Unwelcome sexual overtone in any manner such as over telephone (obnoxious telephone calls) and the like.
  
- g. Touching or brushing against any part of the body and the like.
  
- i. Displaying pornographic or other offensive or derogatory pictures, cartoons, pamphlets or sayings.
  
- ii. Forcible physical touch or molestation.
  
- iii. Physical confinement against one's will and any other act likely to violate one's privacy.
  
- iv. Non-consensual communication, including face-to-face communication,  
  
telephone calls, voice messages, e-mails, text messages, written letters, gifts, or any other communications that are unwelcome.
  
- i. Use of online, electronic or digital technologies in connection with such communication, including but not limited to:
  - 1. Posting of pictures or text in chat rooms or on websites;  
  
1. Sending unwanted/unsolicited email or talk requests;  
  
2. Posting private or public messages on Internet sites, social networks, and/or school bulletin boards;  
  
3. Installing spyware on a person's computer;

4. Using Global Positioning Systems (GPS) or similar technology to monitor a person.

- ii. Pursuing, following, waiting for, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the person.
- iii. Surveillance or other types of observation including staring or “voyeurism”
  
- iv. Trespassing
- v. Direct verbal or physical threats
  
- vi. Gathering information about an individual from friends, family, or co-workers
- vii. Accessing private information through unauthorized means
  
- viii. Threats to harm self or others
- ix. Defamation and/or lying to others about the person, or
- x. Using a third party or parties to accomplish any of the above

**Disciplinary Action** In case of violation of above rules following disciplinary action is proposed:

- 1. Referring the case to Sexual misconduct/ Harassment committee.
- 2. Removal from college

Sexual misconduct/ Harassment **committee**

**The members of the committee are as under:**

- |  |   |                       |
|--|---|-----------------------|
| 1. Dr. Anuradha Basu,<br>HOD, ECE Deptt. | - | Head of the Committee |
| 2. Dr. Vanita Jain<br>HOD, IT Deptt.     | - | Member                |
| 3. Mrs. Kusum Tharani,                   | - | Member                |

- HOD, EEE Deptt.
4. Mrs. Narina Thakur, - Member  
HOD, CSE Deptt.
5. Dr. Sushmita Mohapatra - Member  
HOD, Applied Science Deptt.
6. Mrs. Aarti Kane - Member  
HOD, ICE Deptt.
7. Dr. Kirti Gupta - Member  
Prof., ECE Deptt.
8. Mrs.Sobha Choudhary - External Member  
Rotary Club
9. Mrs.Priyanka - External Member  
Centre For Youth

**Principal**